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**REWARDS POLICY**

**Rationale**

Safestart school aims to encourage and celebrate the success of all its students in all areas of school life, and to ensure that personal commitment and achievement is acknowledged, rewarded and recorded. We acknowledge the importance of praise and reward and seek to promote and reinforce our expectations of students at any given and relevant opportunity. We recognise that students thrive on praise, the thrill of success and the glow of recognition. Praise rewards the deserving, can inspire those who may be struggling and can inspire and motivate those who may be disenchanted. Finding ways to reward must be at the heart of our teaching.

We must reward whenever possible:

* Formally or informally
* Publicly or discretely
* Regularly
* Consistently
* Sincerely

We must ensure that students of all ability levels in all Year groups across the school can benefit from our rewards processes and that there is consistent application of policy across departments, Year groups and from teacher to teacher. Rewards must be given sincerely and fairly as a means of acknowledging effort, achievement or action that is above and beyond the norm. Rewards must never be given as ‘bribery’ (rewarding students for doing what should be expected of them normally).

Rewards systems in our school should link into:

* Effort
* Attainment
* Progress
* Behaviour
* Attendance and punctuality
* Caring for others
* Participation
* Positive attitude / enthusiasm
* Respectful behaviour

We will continue to consult with our students to seek student advice on reward structures and, in particular, for their clarification as to what should be rewarded and how we can further develop / improve our rewards systems.

A variety of methods of rewards exist at Safestart School which include:

* Verbal praise
* Reward points
* Subject certificates
* Postcards home
* Positive phone call home
* Public display of high quality work
* Attendance on reward trips

**Aims**

* Rewards increase the motivation of all students, encouraging their self-esteem, aspirations and enjoyment of learning.
* The practice of giving assists the school in maintaining and increasing the quality of teaching and learning.
* The giving of rewards encourages all students to achieve taking into consideration starting points and barriers to learning.
* The system of giving rewards supports the role of the tutor in celebrating success and helps facilitate the awareness of achievement of other members of staff and parents.
* Every member of staff will praise students for good or improved work and effort using the following systems.
* Rewards support and promote good behaviour and should be used alongside the sanctions policy.

**Rewards Point Scheme**

Each reward point is worth 10p and can be given by any member of staff. Students can spend reward money weekly at the tuck shop or save them up for a specific treat. Pupils can win reward points for the following:

* Being kind to others
* Completing a task
* Working well in class
* Showing respect
* Listening and following instruction
* Showing good manners, being polite and helping others.

**Curriculum rewards**

* Staff are encouraged to praise verbally all positive achievements whenever opportunities present themselves.
* Staff should write positive and encouraging comments in planners, exercise books and folders when they are marked.
* Displays of work in the classroom and around the school on notice boards and display areas in corridors, reception and the assembly hall.
* Recognition by Head of Department/SLT
* In a congratulatory letter (via email) to parents for students who have shown consistent effort in class work both verbal and written and in homework
* Examination performance should also be taken into account
* Subject postcards for a sustained period of work or other subject contribution
* Termy 100%attendance
* Places on trips and visits and extracurricular activity

**Whole School Rewards and Single Events**

* Academic Awards Evening
* Celebration Assemblies
* Trips organised by staff for students who have significant progress in attitude and behaviour
* School Newsletters
* Letters home from Attendance Manager when attendance shows sustained improvement over a term
* Praise in Reports and at Parents’ Evening
* Competitions – Young Enterprise, etc.

**Rewards Summary**   **Awarded By**

Reward points Any member of staff can award these Postcards/Awards All Staff

Progress reward Teaching staff

Access to reward trip SLT decision from reward points

**Roles and Responsibilities**

Teaching staff should ensure that they:

* Apply consistency in line with guidance and procedures when giving rewards
* Award Reward Points and certificates when appropriate
* Write and send home “well done” cards when appropriate
* Monitor student’s achievements and progress

Senior Leadership Team should ensure that they:

* Check that staff apply consistency in line with guidance and procedure when giving rewards
* Oversee and have the final decision on Pupils access to trips and visits

**Monitoring and Evaluating**

Reward Points are awarded and administered through online logs and collated by team leader of behaviour . The Senior Leadership Team will monitor consistency of allocation of rewards in line with guidance and procedures. Evaluation is by students, teaching staff, the Senior Leadership team and Governors.

Last reviewed and modified: June 2023

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